

Feedback: GPSSBC chamber meeting – 27 March 2026

The following agenda items, all sponsored by the PSA, were discussed at the Chamber meeting held on 27 March 2026:

LEDET: Provision of uniforms and protective clothing (PPE) – Nature reserves

At the PSA's request, this matter was previously tabled at a Special Chamber meeting on 24 March 2026. The employer failed to honour its commitment made on 4 December 2025 to provide monthly progress reports and had also not met the deadline of 31 January 2026 for the provision of PPE. During the meeting, the employer reported that six service providers had been appointed and that the manufacturing of PPE items was underway in line with issued purchase orders. The PSA firmly insisted that a detailed breakdown of items procured and clear delivery timelines be provided at the 27 March 2026 Chamber meeting. Despite these assurances, the employer failed to submit a written report and has now undertaken to provide it by 31 March 2026.

Department of Education: Job Evaluation (JE) – Emis posts

Following a deadlock in the previous meeting, the PSA referred this matter to the GPSSBC Secretariat for facilitation in terms of governance rules. The PSA had previously rejected the Department's "report," which incorrectly claimed that EMIS posts were upgraded from Level 4 to Level 5. In reality, these posts had already been graded at Level 5 during a JE process conducted in 2013. The PSA requested a bilateral meeting, which the employer refused, and also declined to disclose the JE results. During the facilitated session held prior to the Chamber meeting:

- The PSA demanded full disclosure of the JE results; and
- A written explanation of the grading decisions and underlying rationale.

In a significant development, the employer made a complete about-turn, admitting that:

- The information previously provided to organised labour was incorrect; and
- No Job Evaluation had been conducted.

The employer attempted to justify this by claiming that a “benchmarking” process had been followed. The PSA rejected this assertion and presented evidence of EMIS posts in other provinces being advertised at **Level 8**. The employer is required to provide the benchmarking report and outcomes within **7 days**.

Department of Transport and Community Safety (DTCS): 24/7 shift system for traffic officers

This item was initially introduced by the PSA in December 2024 after the employer unilaterally announced the implementation of a 24/7 shift system effective 1 April 2025. Subsequent engagements led to agreement that implementation would only proceed once adequate resources were in place, including:

- High-powered vehicles
- Firearms
- Bulletproof vests
- Sufficient personnel

At the recent meeting, the employer tabled a report indicating a proposed implementation date of **1 June 2026**, using a “phased-in approach.” The PSA maintained that no agreement can be reached without:

- A detailed action plan outlining the phased implementation; and
- Confirmation that critical resource gaps have been addressed.

This position is supported by the fact that:

- Appointments of Provincial Inspectors remain outstanding; and
- Procurement of vehicles has not been finalised.

The item remains on the agenda for further engagement. A copy of the report has been *attached*, members in the Department of Transport and Community Safety affected by the implementation of the shift system are called to make any inputs or comment on the report to deidre.reynecke@psa.co.za. The PSA remains steadfast in protecting members’ rights and advancing their interests. Service excellence continues to guide our work.

Need assistance or want to join the PSA?

For assistance with workplace matters, contact: PSA Acting Provincial Manager (Limpopo) at phillip.maponya@psa.co.za.

To join the PSA, contact: Lawrence Muvhango on 082 880 8995 / Paulina Moloto on 082 880 8957 or the PSA Provincial Office on (015) 295 0500.

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GENERAL MANAGER